



Andrew C. Smith

PARTNER

Columbus

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Practice Areas

Appellate Practice

Class Actions

Corporate Diversity, Equity and
Inclusion Programs

Employee Benefits and Executive
Compensation

Employer Internal Investigations

Employment Counseling

Employment Litigation

Labor and Employment

Labor Relations

Litigation and Appeals

Education

University of Pittsburgh School of
Law, J.D., 1984

College of Wooster, B.A., *summa
cum laude*, 1980, Phi Beta Kappa

Bar & Court Admissions

Ohio

U.S. Court of Appeals for the

Andy is a partner in the Vorys Columbus office and a member of the labor and employment group, which he chaired for eleven years. His practice focuses on all aspects of labor and employment law, including employment litigation, wrongful discharge, and wage and hour class actions. Andy has represented employers in federal and state court proceedings across the country; in administrative matters before a variety of federal and state administrative agencies; and in traditional labor relations issues. His clients include national retailers, home builders, financial institutions and international container manufacturers.

Career highlights include:

- Successfully defending an international distributor and manufacturer of clothing in a pregnancy and national origin discrimination claim in a federal district court trial in New York, New York
- Successfully defending a national retailer in a disability discrimination trial in Wilmington, Delaware
- Successfully defending a national industrial container manufacturer in a sex and race discrimination trial in Mobile, Alabama
- Representing retailers, manufacturers, national home builders and restaurants to successful resolution of class and collective action wage and hour claims under Federal and state law
- Successfully negotiating collective bargaining agreements for a variety of businesses, a national retailer and an international industrial container corporation
- Assisting a national manufacturing client in its pay equity and diversity and inclusion initiatives

Andy frequently lectures on all aspects of employment law, including sexual harassment, wage and hour laws, wrongful termination, conducting successful employment investigations and updates on national labor relations issues.

Eleventh Circuit

U.S. Court of Appeals for the Fifth Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the Ninth Circuit

U.S. Court of Appeals for the Third Circuit

U.S. District Court for the District of Colorado

U.S. District Court for the Eastern District of Michigan

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

Admitted to practice law only in the states listed above.

Industries

Colleges and Universities

Construction

Financial Institutions

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Andy received his J.D. from the University of Pittsburgh School of Law and his B.A. *summa cum laude* from the College of Wooster where he was a Phi Beta Kappa.

Honors & Recognitions

Columbus CEO, Best Lawyers, Labor and Employment, 2022–2023, 2025; Litigation – Labor and Employment, 2023

The Best Lawyers in America, Labor Law – Management "Lawyer of the Year," 2016, 2018, 2021

The Best Lawyers in America, Labor and Employment Law, 2008–2011; Employment Law – Management, 2012–2026; Labor Law – Management, 2012–2026; Litigation – Labor and Employment, 2024–2026

Client Service All-Star, BTI, 2014

Chambers and Partners, Leading Lawyer in Labor & Employment, 2013–2014, 2018–2025

Ohio Super Lawyers, Employment and Labor, 2009, 2012–2019, 2024–2025

Columbus CEO, Top Lawyers in Columbus, 2010–2021

Martindale-Hubbell AV Peer Review Rated

Professional and Community Activities

Athletic Club of Columbus, Board of Directors, Past President

Action for Children, Former Board Member

Prevent Blindness, Ohio, Former Board Member